



WORKFORCE AND SUCCESSION PLANNING

Now more than ever, it's so important that we do workforce and succession planning. With over one third of our workforce eligible to retire in the next five years, we aren't just looking to replace staff, we need to get the right people in the right jobs at the right time!

For more information about Workforce Planning, visit our website at www.dpa.ca.gov/personnel-policies/workforce-planning/index.htm.

State of California

Workforce Planning Conference 2

Fall 2008



Special Thanks to:

Results of Workforce Planning Survey

In July 2008, DPA's Statewide Workforce Planning Program sent out a survey to all agencies and departments asking them to provide us with information about their workforce planning efforts. We had an astounding 91% response rate to the survey. Thanks to all who participated. More survey results are included in the registration packet.

Franchise Tax Board

San Francisco City & County
Government

County of Santa Barbara

Cooperative Personnel Services

County of Riverside

California Health & Human
Services

Department of Water
Resources

Department of Financial
Institutions

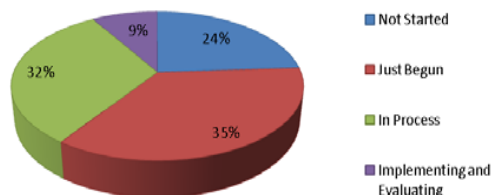
Human Resource
Modernization Project

November 5, 2008

At Franchise Tax Board
9646 Butterfield Way
Sacramento, CA

Hosted by the
Department of Personnel Administration
and the State Personnel Board

Workforce Planning
All California State Departments
As of 7/30/08



CONFERENCE SCHEDULE

REGISTRATION TABLE OPENS AT 8:00 A.M.

OUTSIDE THE GERALD H. GOLDBERG AUDITORIUM

FRANCHISE TAX BOARD

WORKSHOPS

General Session FTB Auditorium 8:30 a.m. to 10:15 a.m.

8:30 a.m.
Welcome
Dave Gilb, Suzanne
Ambrose, Selvi Stanislaus

8:55 a.m.
Keynote Speaker
Micki Callahan, City &
County of San Francisco

9:15 a.m.
Panel Discussion
State Department Best
Practices

10:05 a.m.
**HR Modernization
Update**
Raye Zentner

10:15 a.m. - BREAK

Training Rooms & Times	Desert Tortoise	Garibaldi	Golden State A	Golden State B	Gray Whale	Grizzly Bear	Valley Quail
10:30 a.m.	Data Collection	Workforce Analysis	Knowledge Transfer Strategies	Best Practices	Competency Overview	Workforce Planning Overview	Competency Based Selection
12:00 Noon - Lunch							
1:30 p.m.	Data Collection	Workforce Analysis	Knowledge Transfer Strategies	Best Practices	Competency Overview	Workforce Planning Overview	Competency Based Selection
3:00 p.m. - Break							
3:15 p.m.	Data Collection	Workforce Analysis	Knowledge Transfer Strategies	Best Practices	Competency Overview	Workforce Planning Overview	Competency Based Selection

WORKSHOPS WILL BE FILLED ON A FIRST-COME, FIRST SERVE BASIS

PLEASE NO FOOD OR DRINKS IN THE AUDITORIUM

YOU MAY BRING REFRESHMENTS TO THE WORKSHOPS